

POSTED: September 5, 2006

FOR: All DOC employees in the Washington, D.C. metropolitan area.

The Office of Human Resources Management is please to announce the launch of the 2007 Aspiring Leaders Development Program (or ALDP-3). The program recruitment announcement will be open from Thursday, September 7, 2006 through Thursday, October 5, 2006 for Department of Commerce (DOC) employees in the Washington, D.C. Metropolitan area. The program's requirements are noted below.

The ALDP has two tracks: Track 1 is open to DOC employees meeting the qualification requirements at grade levels GS-7 through 10 (or equivalent). Track 2 is open to DOC employees at grade levels GS-11 and 12 (or equivalent). Each track will run for 12 months.

The ALDP is designed to provide a series of developmental experiences for a group of aspiring individuals to enhance their leadership competencies as part of the Department's succession plan. The developmental experiences will include formal training and seminars, developmental work assignments, mentoring from senior managers, and various team projects. The ALDP concentrates on developing or "stretching" each participant's competencies in the following targeted areas: communication, continual learning, customer service, flexibility, problem solving, and team building.

All applicants must be full-time/permanent employees to enter the program. Individuals that apply to the ALDP - Track 1 program must be at a GS-7 (or equivalent) for at least a year on or before the close of the announcement. Individuals that apply to the ALDP- Track 2 program must be at a GS-11 (or equivalent) for at least a year on or before the close of the announcement. In addition, Track 2 applicants must be qualified in one or more of the following mission-critical occupations:

- Economist - 0110
- Miscellaneous Program Occupations - 0301
- Management/Program Analyst - 0343
- Telecommunication Specialist - 0391
- Fishery Biologist - 0482
- Electronic Engineer - 0855
- Attorney - 0905
- General Business and Industry Occupations - 1101
- Trade Specialist - 1140
- Patent Administration - 1220
- Patent Examiner - 1224
- Physical Scientist - 1301

Physicist - 1310
Hydrologist - 1315
Chemist - 1320
Meteorologist - 1340
Oceanographer - 1360
Mathematical Statistician - 1529
Statistician - 1530
General Compliance Occupations - 1801
Information Technology Specialist - 2210
Human Resources Specialist - 0201

Employees must apply to the program through the Office of Personnel Management's (OPM) USAJOBS website as follows: Employees in grades 7/8 (or ZA-II) with an annual salary less than \$49,393 must apply to ALDP Announcement Number OS-2006-0019. Employees in grades 9/10 (or ZA-II) with an annual salary greater than \$49,393 must apply to ALDP Announcement Number OS-2006-0025. Employees in grades 11/12 (or ZA-III) must apply to ALDP Announcement Number OS-2006-0026.

Interested DOC employees must visit the USAJOBS website at <http://www.usajobs.opm.gov> and click on the link entitled "Search Jobs." At the top of the new page, you will see an active field entitled "Keyword Search." Depending on the program, please input the appropriate announcement number (OS-2006-0019, OS-2006-0025 or OS-2006-0026) in the field provided. Scroll to the bottom of the same page and find the section entitled "Applicant Eligibility." Click on the button designated "yes" where you feel you are eligible. Finally go to the bottom of the same page and click the tab entitled "Search for Jobs." The announcement will appear. Follow the instructions as noted to complete and submit your application.

Please note: You will have to create an account in USAJOBS in order to complete your application. You will be taken to USAJOBS from the vacancy announcement. In addition, applicants must let their supervisors know of their intention to apply to this program as job time will be required to complete many of the requirements.

If you have any questions regarding this message, please send inquiries to e-mail box ALDP3@doc.gov. You will receive a response to your question as soon as is possible.

We thank you for your interest in Department of Commerce's ALDP-3 program.

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